

EXHIBIT E



March 9, 2020

514 Americas Way
Unit 11827
Box Elder, SD 57719

Dear Rachael:

As you are aware, you executed a Non-Competition and Confidentiality Agreement with L'Oréal USA on November 27, 2013 which, at the Company's sole discretion, can prohibit you from working for a direct competitor for a period of up to **twelve** months. Upon review of the specific details relating to your new role, L'Oréal USA has made the decision not to no longer enforce this provision.

If you change employers or positions on or before March 1, 2021, you must provide the Company with advance written notice containing the name of your new employer and a description of your expected job duties, so that we may determine whether or not your Non-Competition Agreement has been triggered. If it is, you will be reinstated to payroll during any period in which we enforce your Non-Competition Agreement, and you will be eligible to receive medical, dental and prescription drug coverage, as if you were an active employee

Please keep in mind that, in addition to your Non-Competition Agreement, you also executed the Acts Inconsistent With The Interests Of L'Oréal USA Agreement. This agreement prohibits you from, among other things, using or disseminating to third parties any of L'Oréal's confidential business information, as that term is defined therein, and also restricts your ability to directly or indirectly solicit for employment anyone who has been a L'Oréal employee or customer during the 12 months preceding the termination of your employment.

I bring these matters to your attention so that you will be fully aware of your continuing obligations to L'Oréal. While we at L'Oréal hope that you will honor your commitments, in the event that we learn that any of these obligations has been violated, the Company will have no choice but to exercise its right to seek appropriate remedies. Accordingly if you have any questions about the scope of your obligations, please do not hesitate to contact me.

Sincerely,
DocuSigned by:

A handwritten signature in black ink that reads 'Alda Garcia'.

89EEAE9C755748B...
Alda Garcia

VP, Human Resources



Certificate Of Completion

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	Jersey City, NJ 07310
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Signer Events

Alda Garcia
 alda.garcia@itcosmetics.com
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

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 Signed: 3/9/2020 2:50:08 PM

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 Accepted: 3/9/2020 2:49:51 PM
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Rachael Mancuso
 mancuso.rachael@gmail.com
 Security Level: Email, Account Authentication (None)

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Envelope Sent	Hashed/Encrypted	3/9/2020 2:50:09 PM
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How to contact IT Cosmetics:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: venkat@itcosmetics.com

To advise IT Cosmetics of your new e-mail address

To let us know of a change in your e-mail address where we should send notices and disclosures electronically to you, you must send an email message to us at venkat@itcosmetics.com and in the body of such request you must state: your previous e-mail address, your new e-mail address. We do not require any other information from you to change your email address..

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To inform us that you no longer want to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your DocuSign account, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an e-mail to venkat@itcosmetics.com and in the body of such request you must state your e-mail, full name, IS Postal Address, telephone number, and account number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

Operating Systems:	Windows2000? or WindowsXP?
Browsers (for SENDERS):	Internet Explorer 6.0? or above
Browsers (for SIGNERS):	Internet Explorer 6.0?, Mozilla FireFox 1.0, NetScape 7.2 (or above)
Email:	Access to a valid email account
Screen Resolution:	800 x 600 minimum
Enabled Security Settings:	<ul style="list-style-type: none"> •Allow per session cookies •Users accessing the internet behind a Proxy Server must enable HTTP 1.1 settings via proxy connection

** These minimum requirements are subject to change. If these requirements change, we will provide you with an email message at the email address we have on file for you at that time providing you with the revised hardware and software requirements, at which time you will have the right to withdraw your consent.

Acknowledging your access and consent to receive materials electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please verify that you were able to read this electronic disclosure and that you also were able to print on paper or electronically save this page for your future reference and access or that you were able to e-mail this disclosure and consent to an address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format on the terms and conditions described above, please let us know by clicking the 'I agree' button below.

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